

How can you improve the moral at the workplace?

8 solid tips for the leaders at work in case of hard situations

If the employees are happy and cheerful, then this shows in the number of creative ideas and in the effectiveness of work carried out also.

If there is a good working atmosphere, there are fewer conflicts, less absence, the quality of the products manufactured increase and the profitability is picking up.



However, what happens with those companies where the atmosphere is frosty?

There are many workplace studies show that there may be a direct connection between the deteriorating company earnings and the bad atmosphere within the organization. The growing tension between the staff and the deterioration of general feelings eventually will raise the question of the responsibility of the highest-level management.

However, before the situation becomes unmanageable, you may want to consider some ideas to improve the work environment. The secret of the long-term success of the business greatly depends on the development of a workplace where people go happily to work. This is particularly important at places where the resources are scarcely available for the higher wage rate.

A good working atmosphere will attract good specialists and will motivate them, in order to bring the best out of them and that they would do anything for the success of the company.

1. Do not be stingy with praise and thank for small results

Determining the good working atmosphere contains many subjective elements. Higher wages do not necessarily contribute to this, but below average salaries are definitely contribute to the failure of the company.

If as a leader you recognize the work and smaller results of fellow workers, then you have done a great deal to improve the workplace atmosphere.

Many people underestimate the importance of this; however, the desire for recognition is the main motivating factor in case of many people.

If you do not know how to do that, it is enough just to say „Thank you very much. It was a good work”.

2. Fill up the workplace's shared kitchen with resources

Because of the constraints within the company, the management often requests spectacular but ineffective measures. One of these is the withdrawal of the free company benefits in the kitchen or in the lunch place (coffee, biscuits, tea, milk, fruits). This demonstration of force is intended to draw the attention of the employees, that the management would like to improve the existing situation in every possible way and everyone should try to do everything in their own area to improve the situation will result in the opposite effect.

There is nothing more demotivating than for the leaders to send the message to the employees that their workplace is not safe and the company cannot even afford coffee.

In a well-equipped kitchen, it is even possible to resolve the small conflicts related to work, deduce the tension related to work and with that a closer relation would develop between the employees who are present. This will reduce absence and will improve the work moral.

If other companies are withdrawing these benefits, you should do the opposite. Show that you take care of your co-workers and pay attention to them.

3. Surprise your co-workers with something!



Everyone loves joyful surprises and more than likely your co-workers are not exceptions from this rule. These surprises will pick up the moral of the day and will contribute to an overall better mood.

A very good idea would be a suddenly organized visit to the cinema, back and shoulder massage or an ice cream or pizza day. A cake also may have great success. A go-cart race organized in the afternoon will also raise the moral. Be creative!

If nothing else comes to your mind, invite them unexpectedly to a restaurant and tell them that this has happened because they did a good work and that you are satisfied with them.

Anything, which you feel that you can express your gratitude with, will help in creating a good working atmosphere.

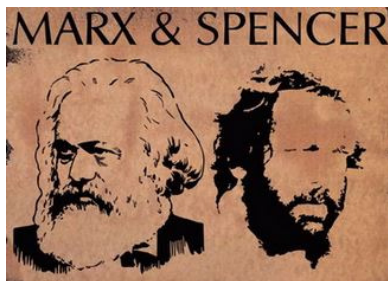
4. Ask if you can help with anything

Two simple questions can raise the moral of the staff if you carefully listen to the answers. People just love to feel when someone is looking out for them, but during the daily rush the leaders are usually forget about that.

If you ask this, you demonstrate your interest and your care.

Many employees also know how to do the work more effectively and more quickly, but due to the absence of appropriate time, these ideas get lost. Just ask them whether they need anything for their work.

5. Give the opportunity to the departments to design an own t-shirt for themselves



It would drive the work moral if you allow the working groups to design a unique cheerful t-shirt, which is characteristic of them.

You can propagate a contest between the departments and see who will make the best-designed t-shirt

It is enough for them to submit the jointly envisioned graphic and then you can take care of the production.

With this you, can increase that creative ideas would be born which increases the efficiency of work.

6. Flexible work hours and teleworking

There are work areas where flexible working hours or even the possibility of telework can be offered.

Everyone can only win with flexible working time. It is enough for you to determine the basic time when everyone needs to be present, but you give your colleagues the opportunity that they start and finish their work adapting to the rhythm of the day.

Because there are those who like to sleep late and there are those, who are early, risers who tend to appear at the workplace among the first.

The worked hours remain the same, but with this, you give your colleagues the opportunity to feel better at the workplace.

7. Create a pleasant working environment

It is also a low budget idea if you offer to your colleagues to find out what kind of plants they like and take them to the store where they can select them together.

Flowers and green plants have very good effect on mood, not to mention that with their colour they have a relaxing effect.

You can also take them to a joint purchase of pictures where they can select the most appropriate creation for the wall of the office.

8. Offer more benefits

Extension of the scope of work benefits is always a good idea, to contribute to the preservation and the retention of the good mood of the colleagues with relatively small investment.

At many workplaces, it is expected to be elegant. However, the cleaning of clothing is rather expensive due to the special materials used. Offer cleaning coupons for your colleagues, that they could have their suits, costumes cleaned on a discounted price or free.

Notice what they would need. Among the young people aerobic or gym pass are very popular. Above age forty, it is a good idea to get theatre passes.

Be creative! Show your colleagues that you care

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